

Leadership v4.4 and Change v2.2



Christie Struckman, Ph.D.
Kennedy and Associates, LLC
cstruckman@kandallc.com

Cognitive Dissonance

Leadership is intensely personal.

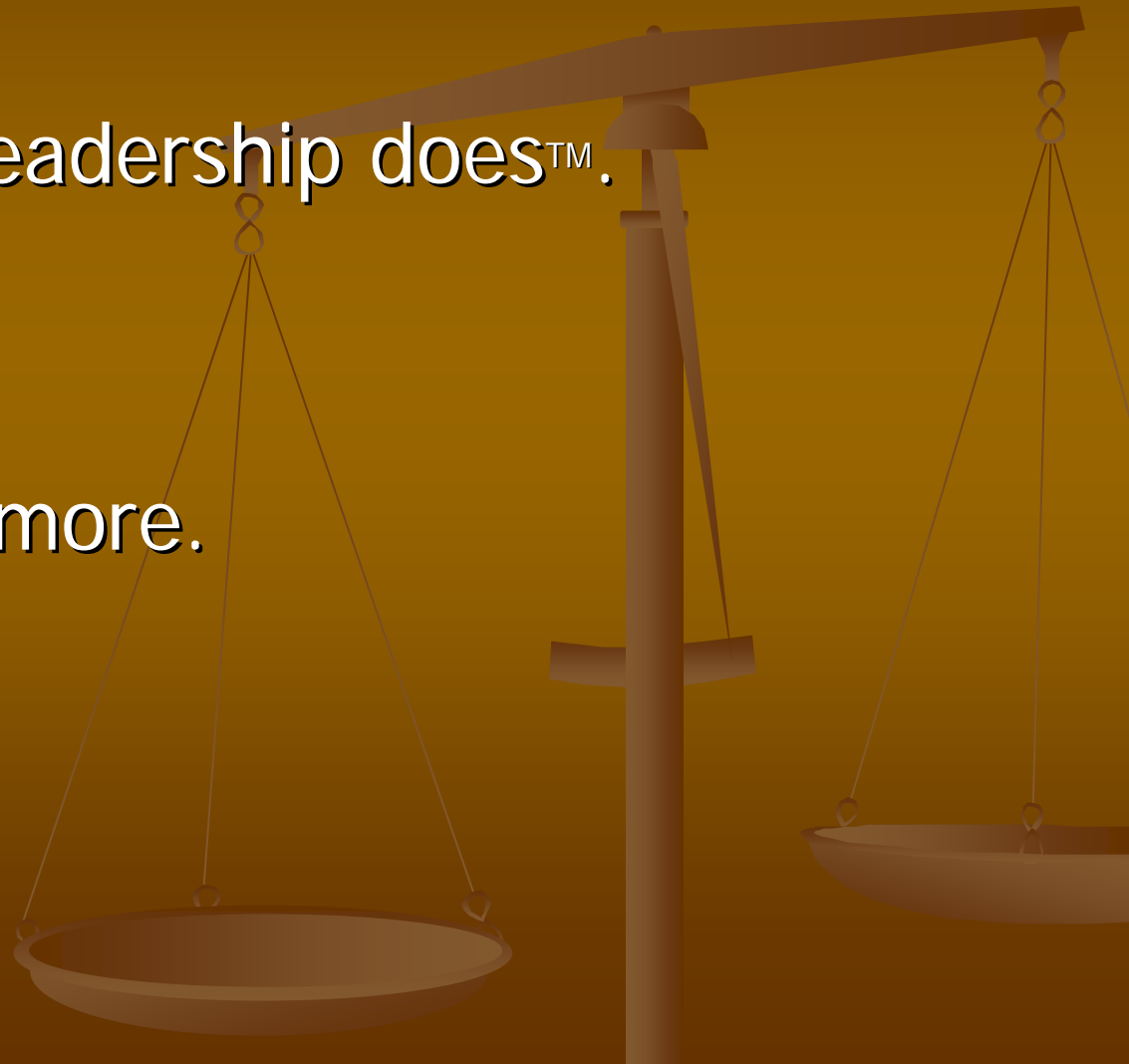


There are universal leadership behaviors.

Philosophy

Leadership is as leadership does™.

Less is more.



Leadership v4.4

Processes:

Strategic Resource
Investment Planning

Organizational
Development

Organizational Change

People Development /
Performance Mgmt

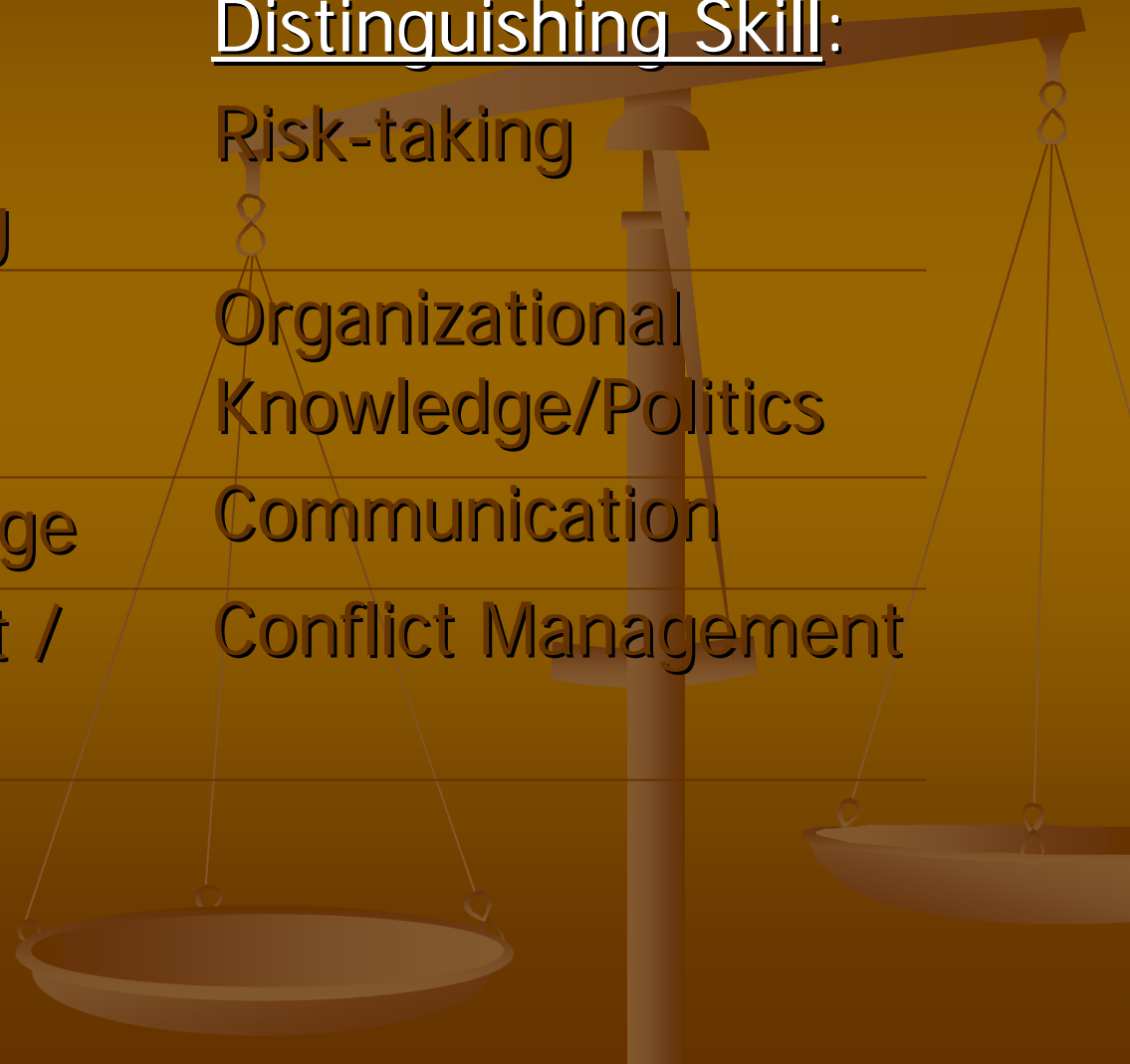
Distinguishing Skill:

Risk-taking

Organizational
Knowledge/Politics

Communication

Conflict Management



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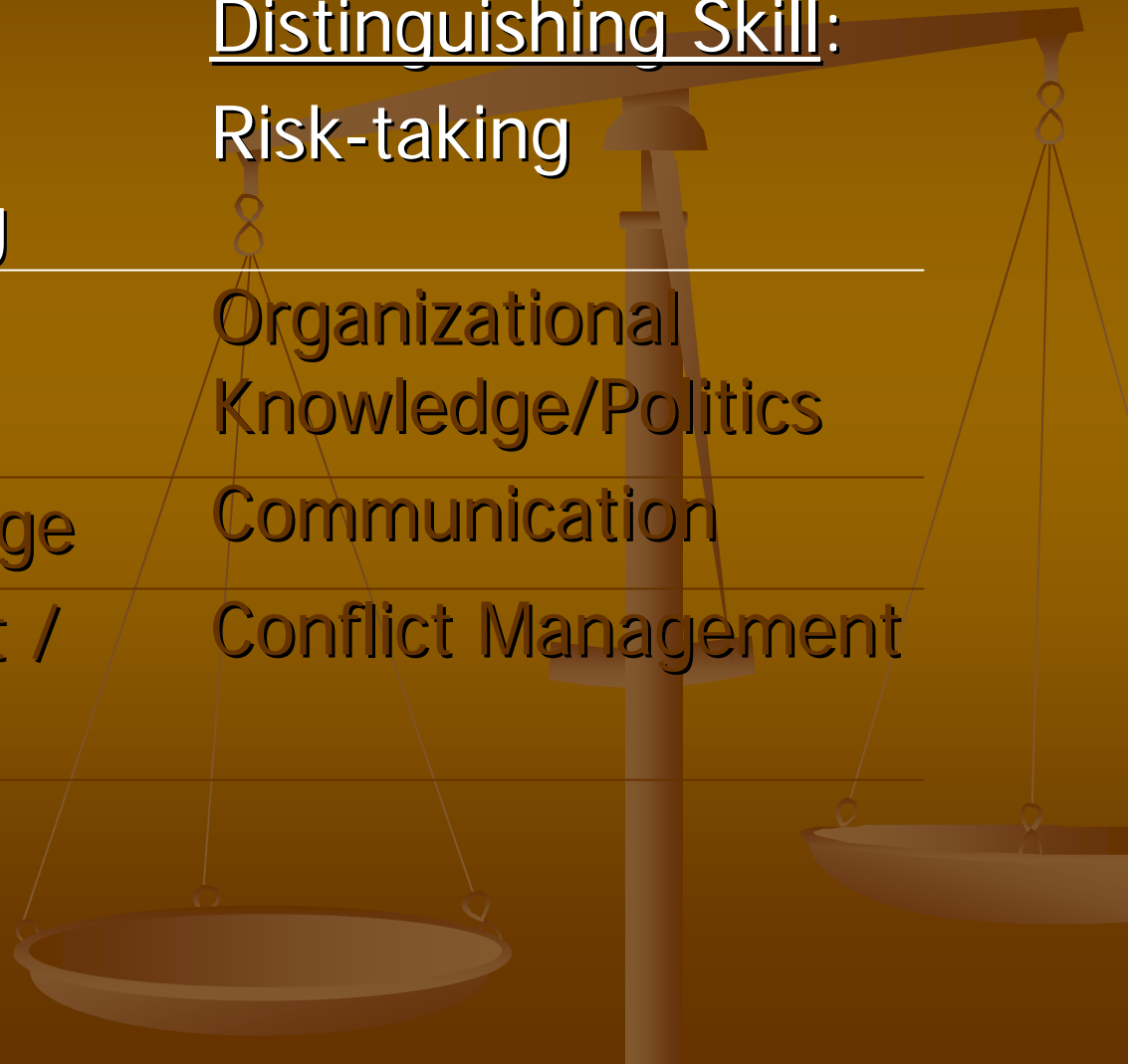
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"The beginning is the most important part of the work."

Plato



"Why not go out on a limb? That's where the fruit is."

Will Rogers

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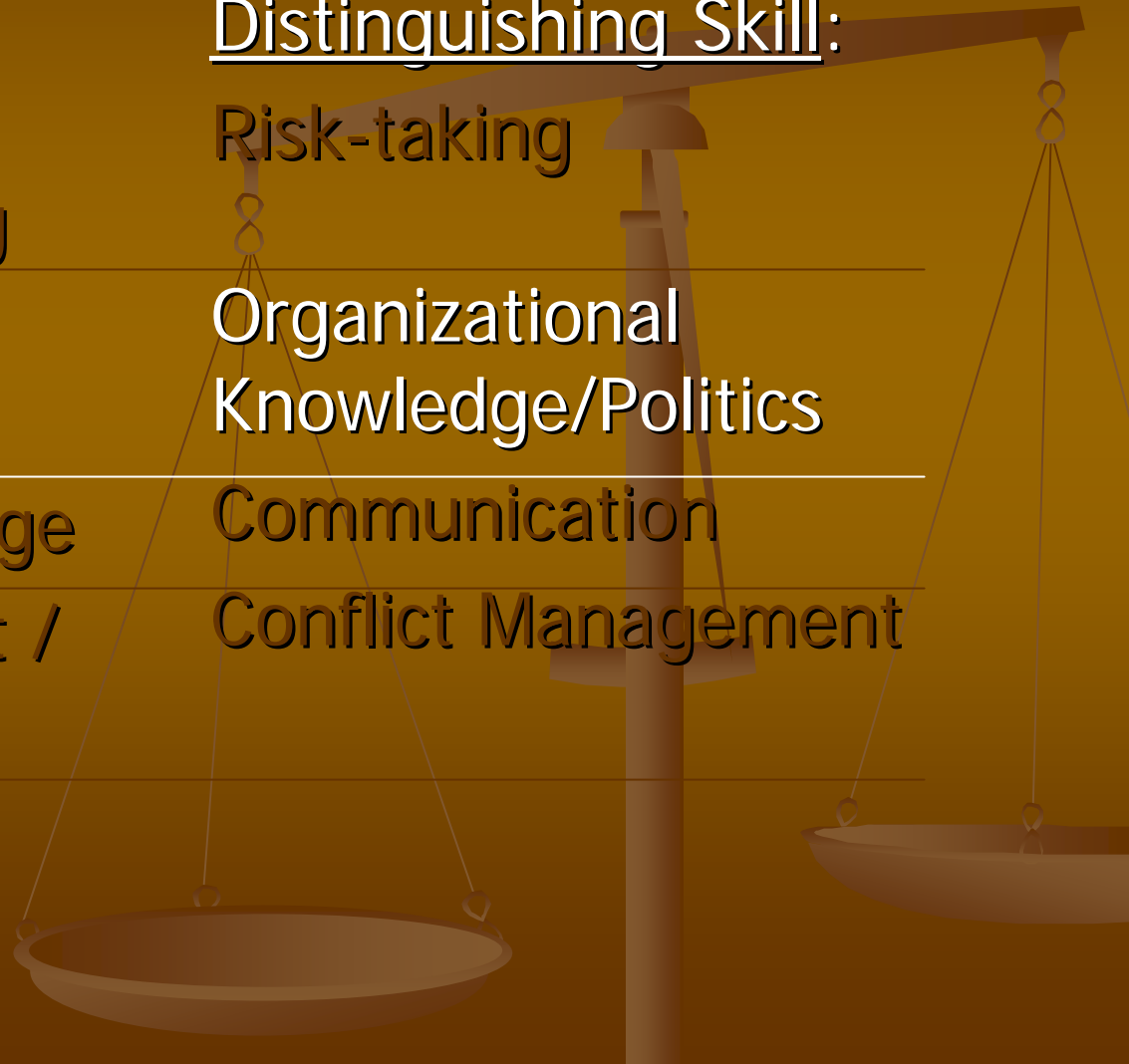
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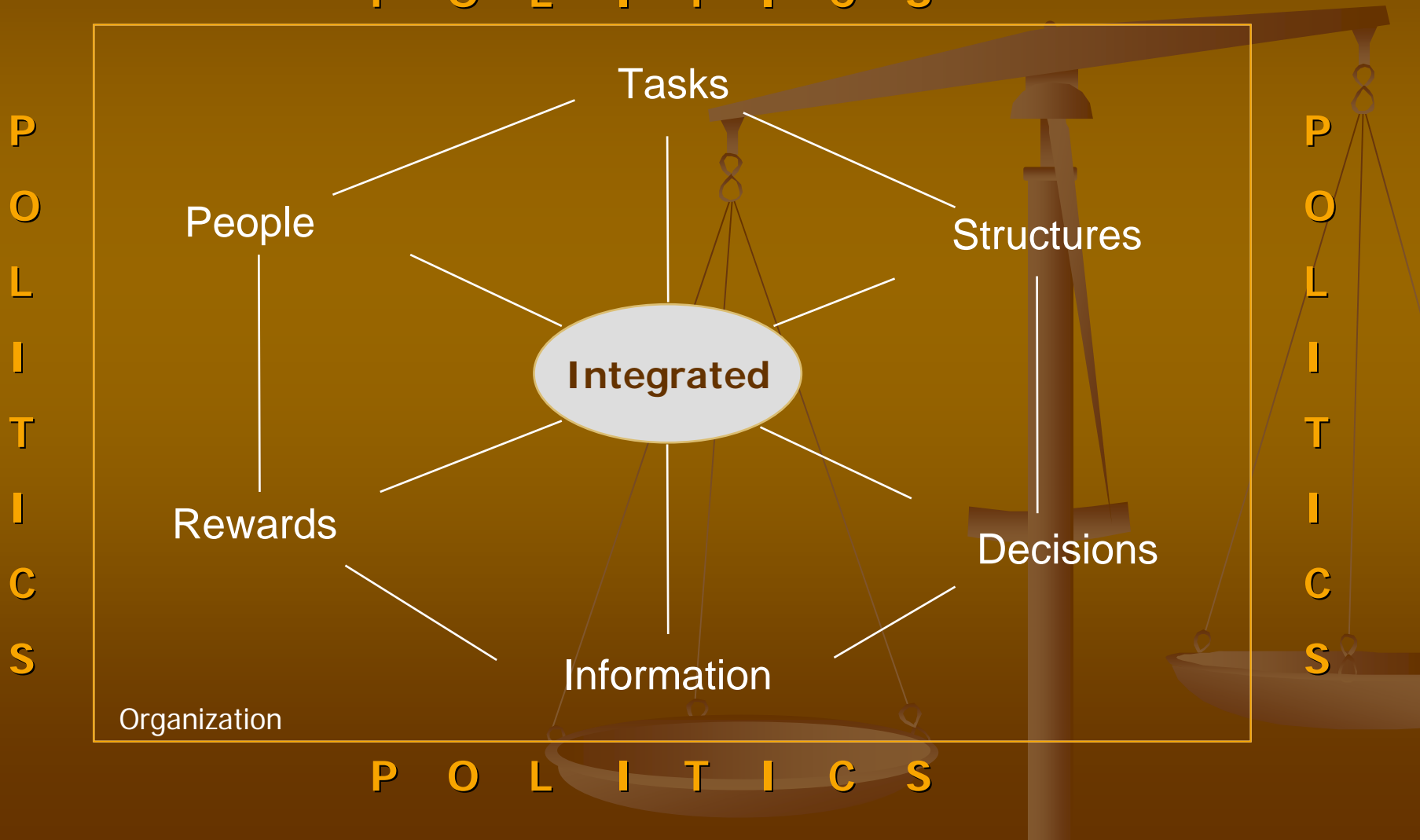
Conflict Management



“Coming together is a beginning, staying together is progress, and working together is success.”

Henry Ford

POLITICS



Leadership v4.4

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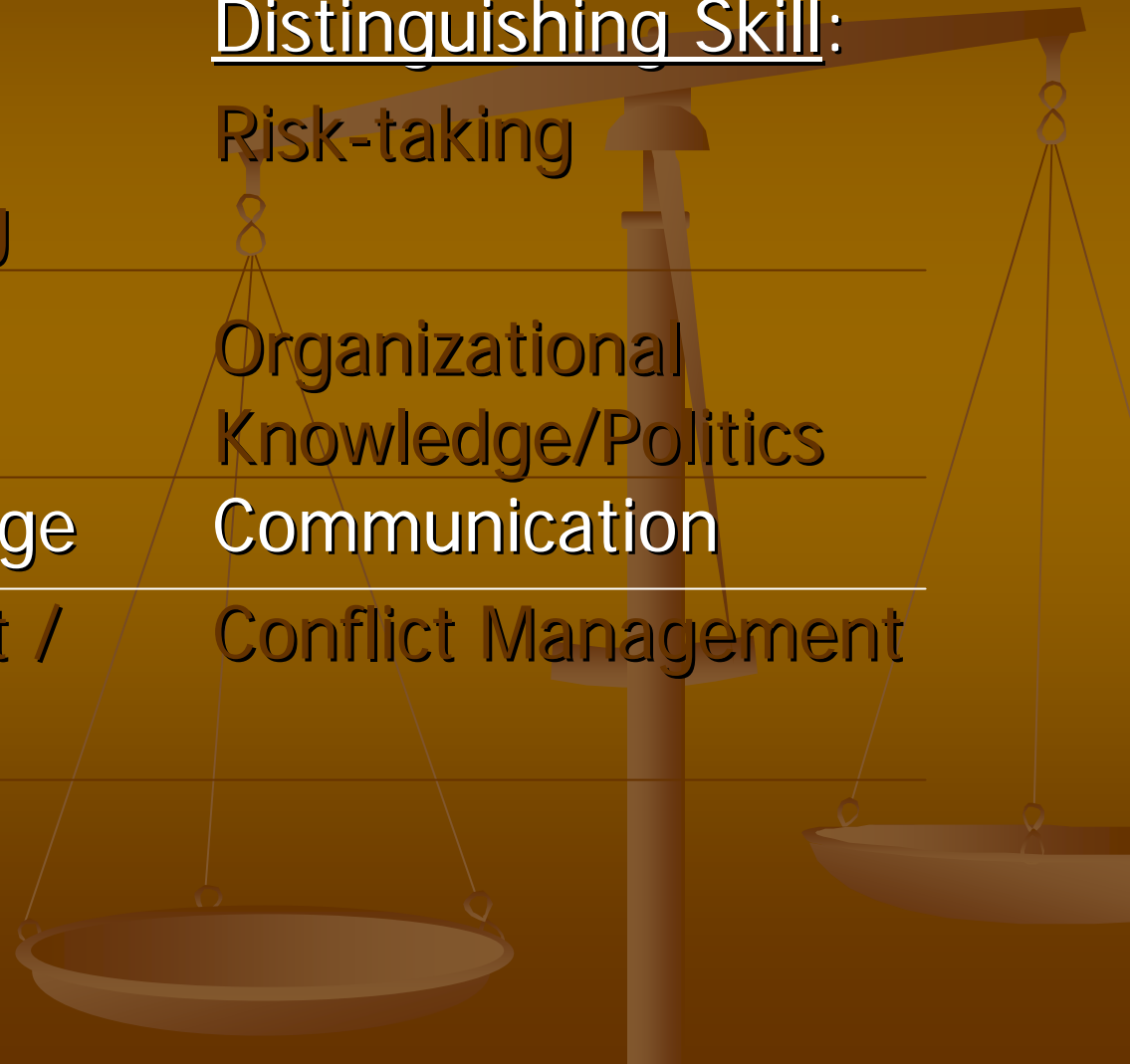
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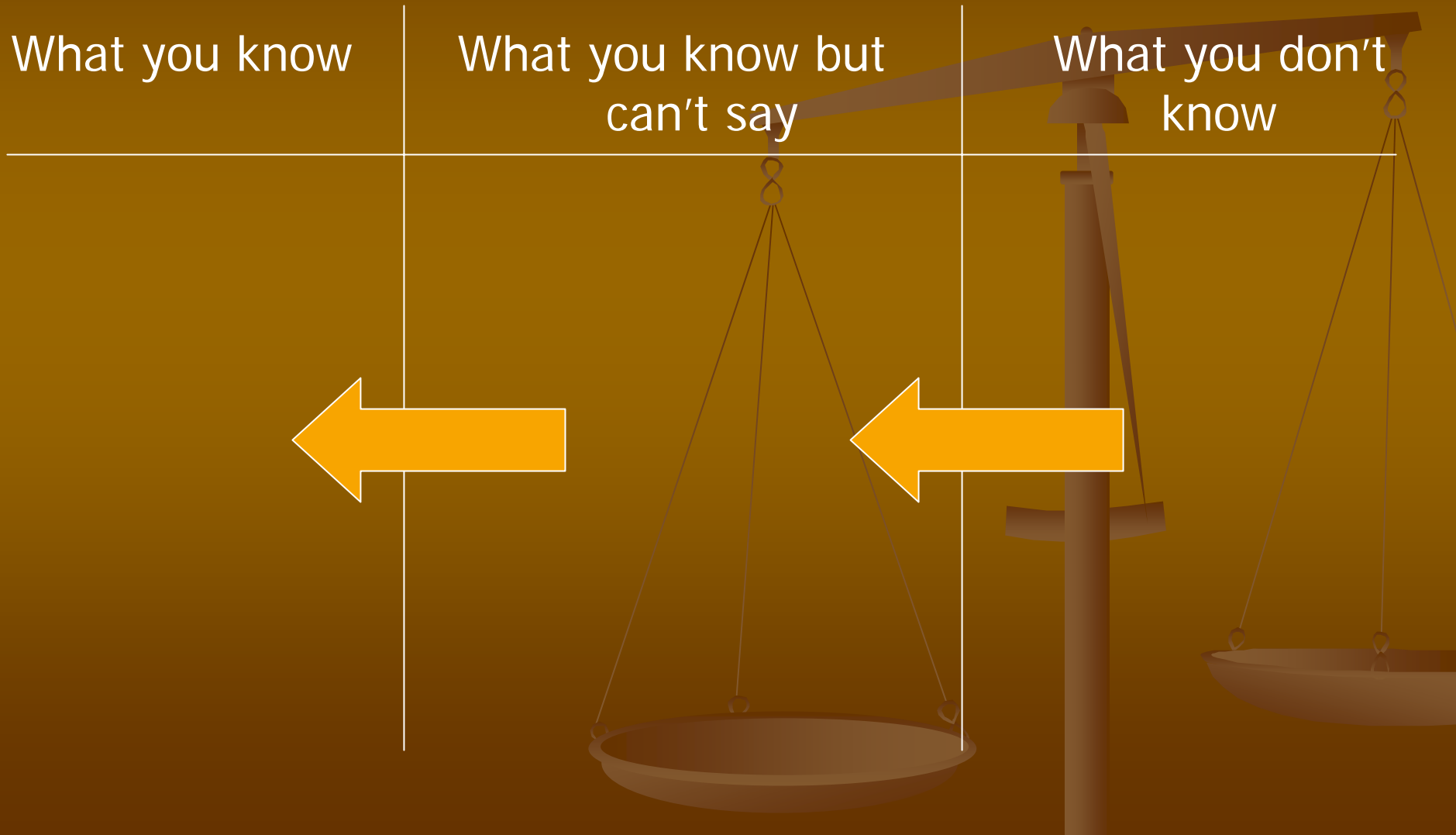
Communication

Conflict Management



“The more elaborate our means of communication, the less we communicate.”

Joseph Priestley



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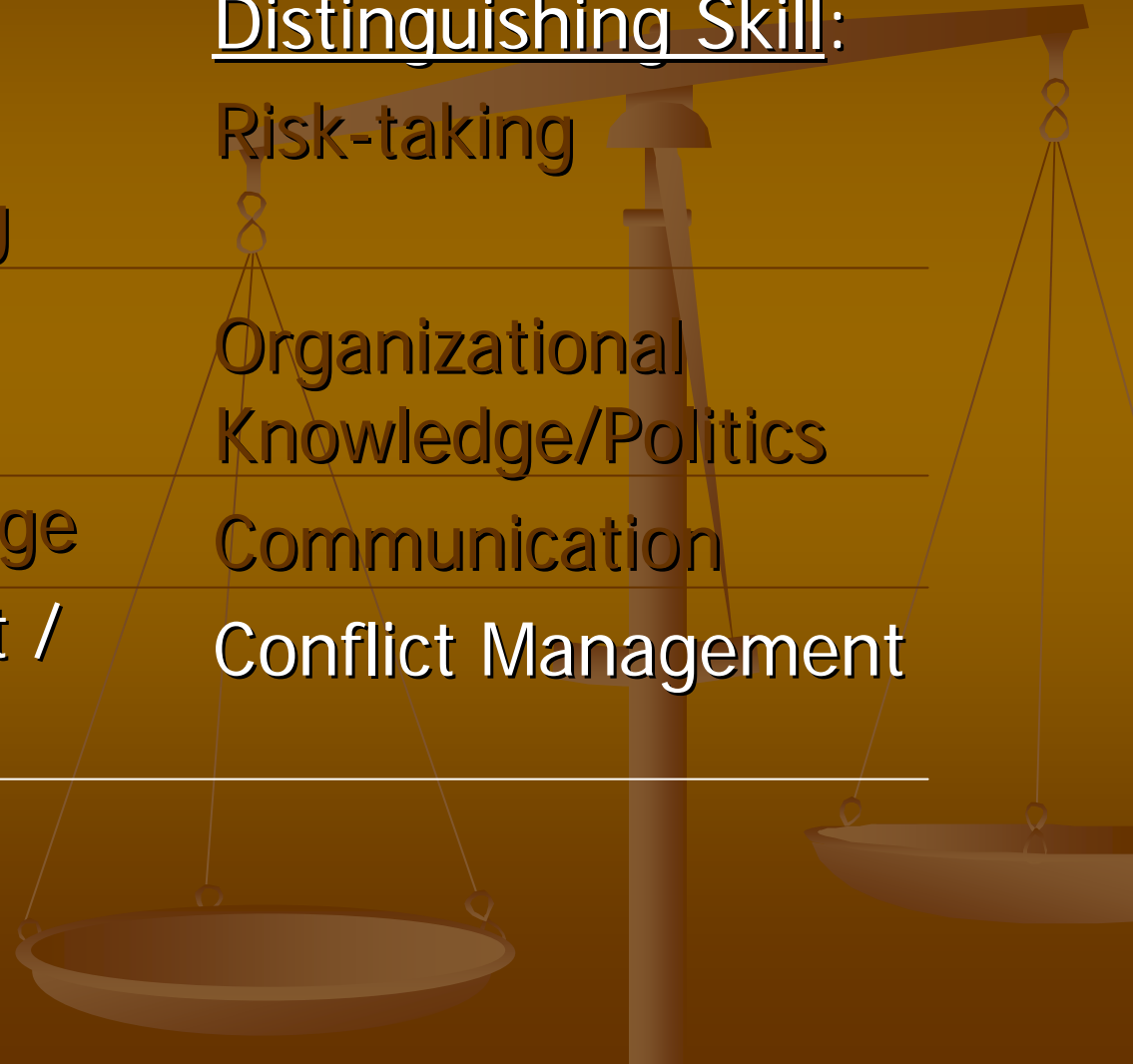
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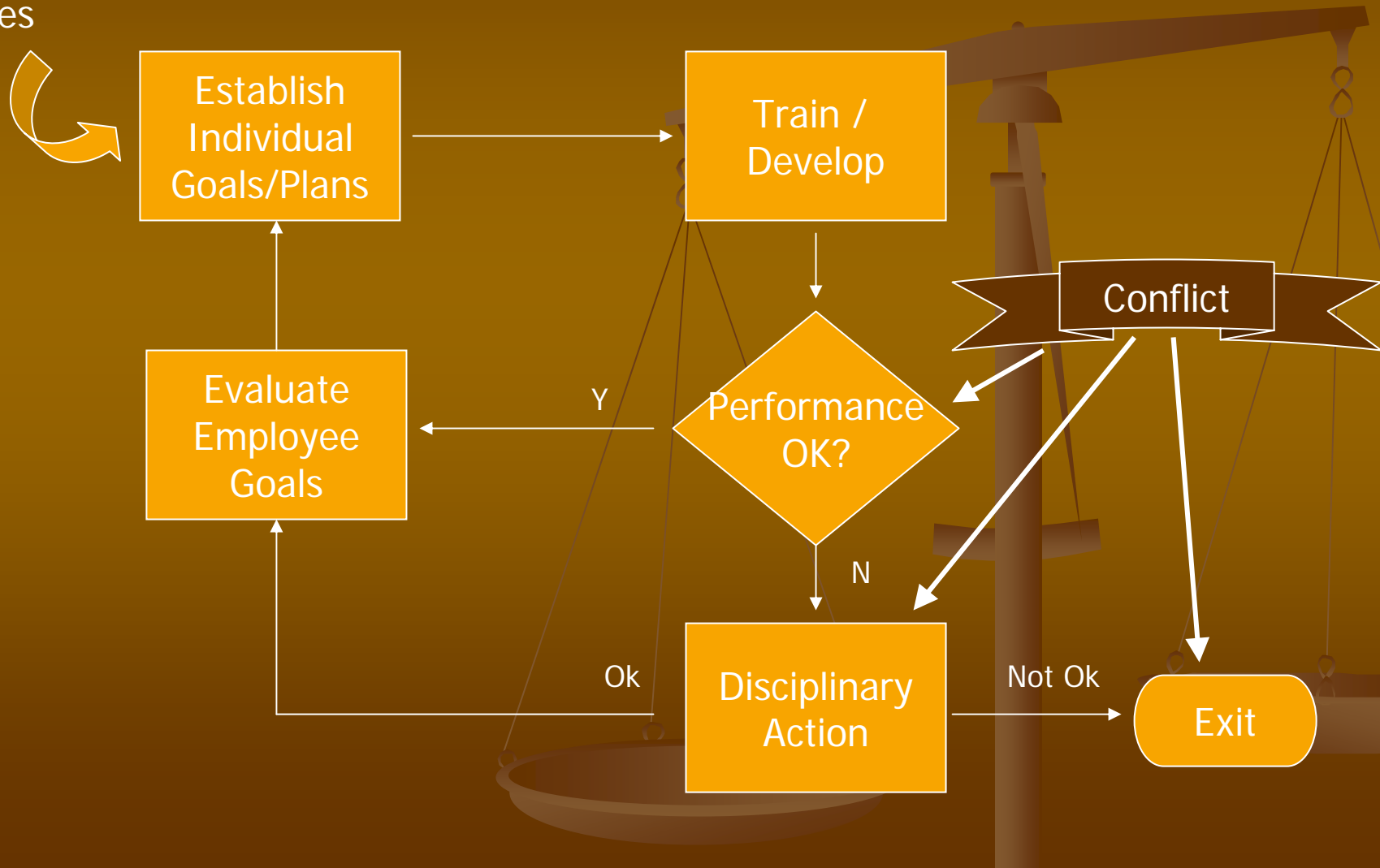
Communication

Conflict Management



“Conflict is natural; neither positive nor negative, it just is.”
Thomas Crum

Organizational
objectives



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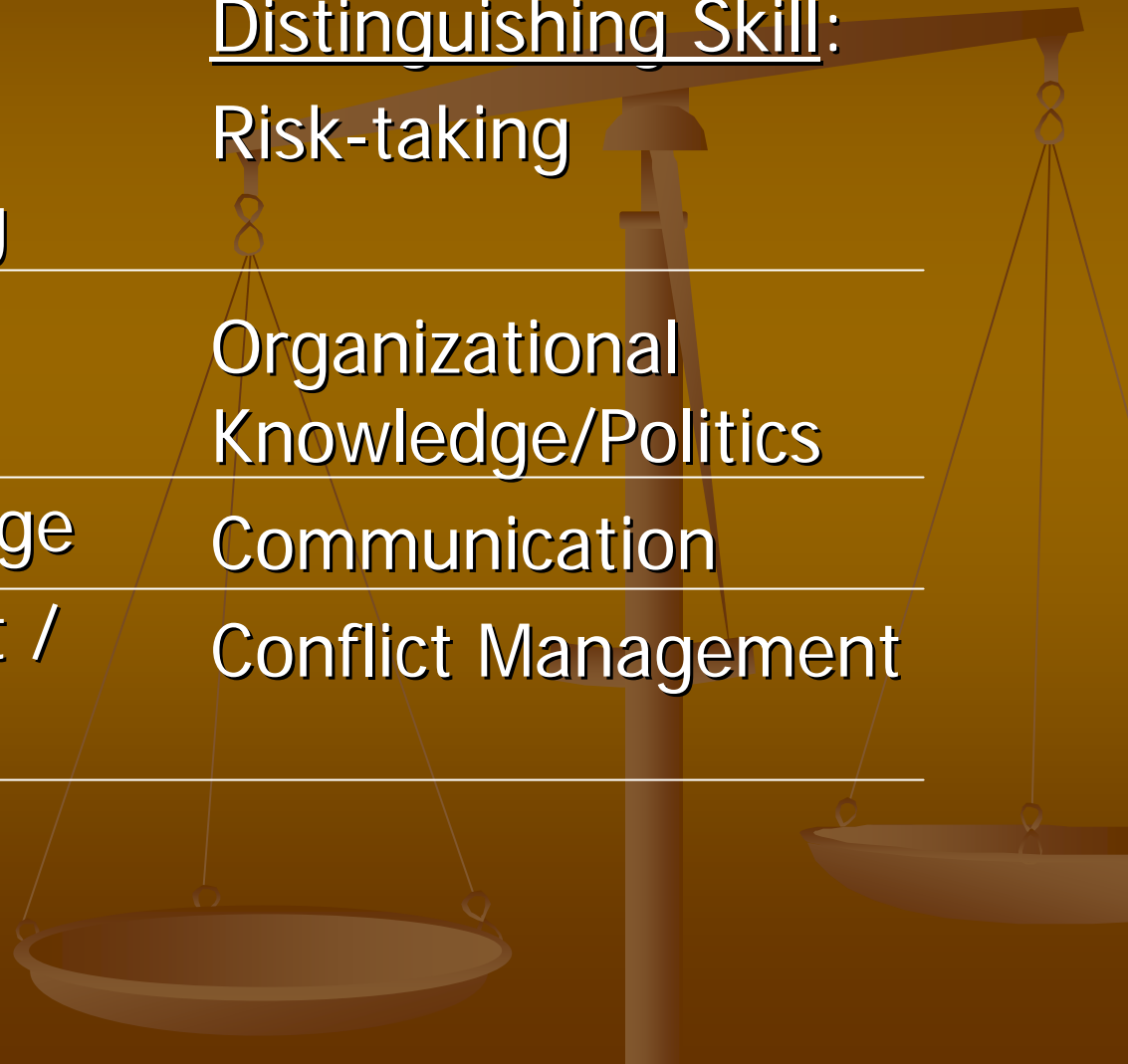
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Change v2.2

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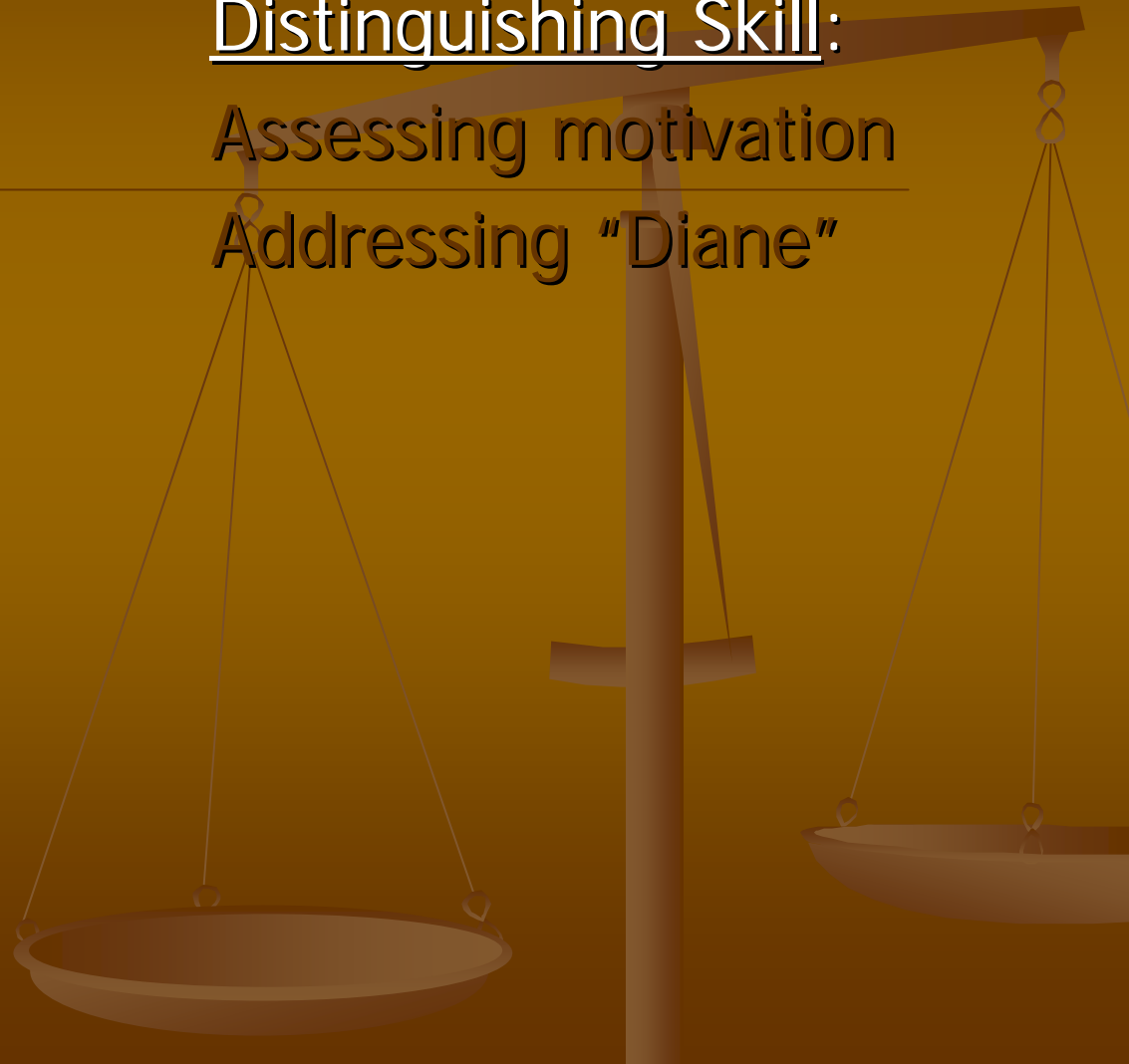
Selling

Institutionalizing

Distinguishing Skill:

Assessing motivation

Addressing "Diane"



Change v2.2

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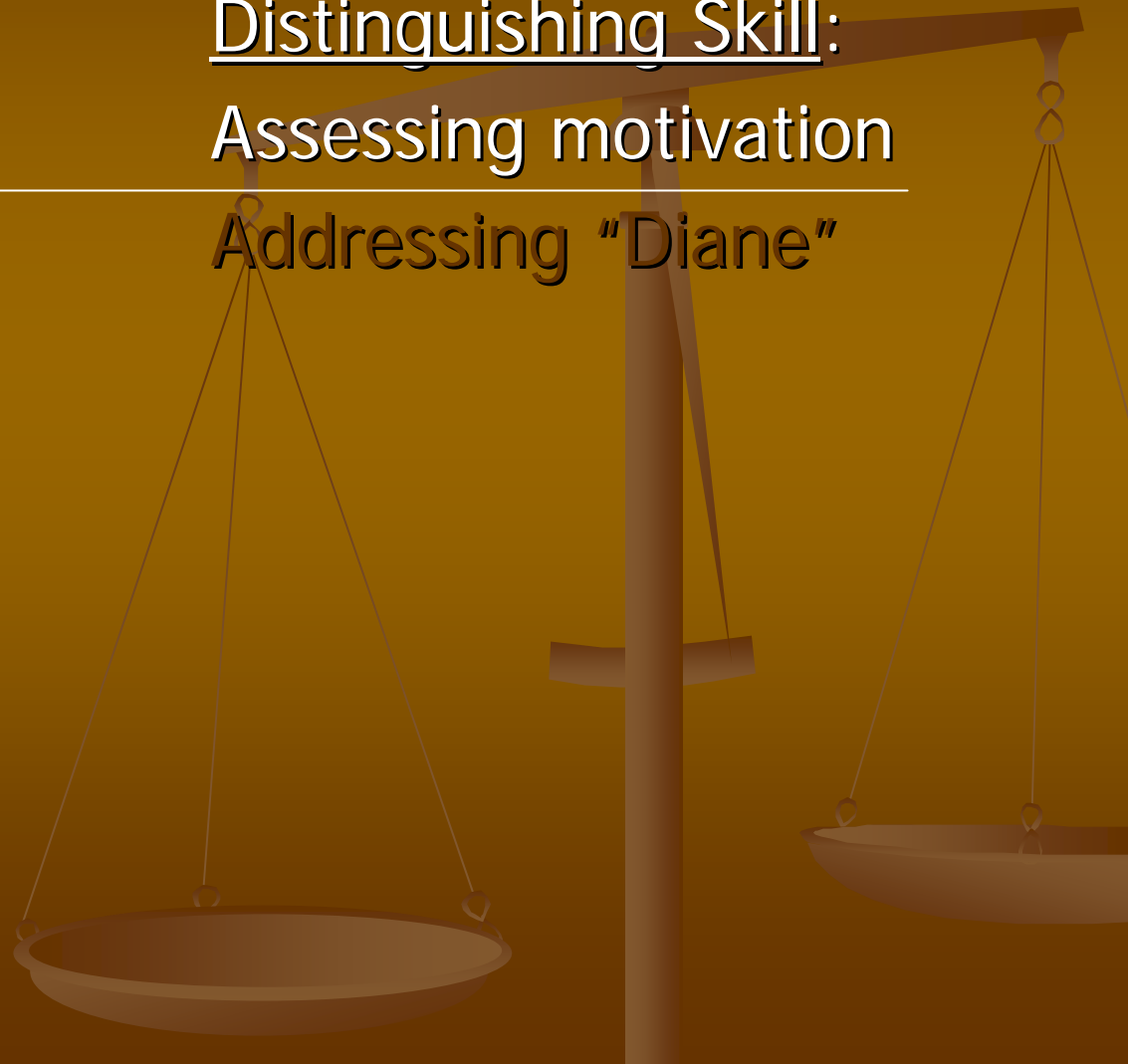
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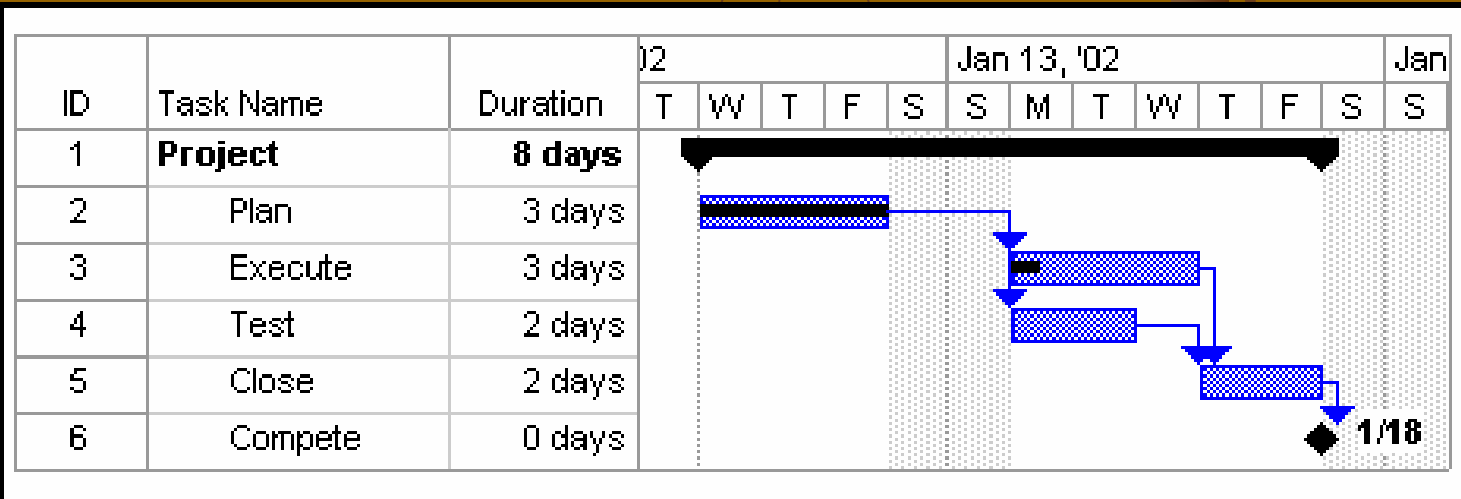


“Motivation is the art of getting people to do what you want them to do because they want to do it.”

Dwight D. Eisenhower

Times when you have to “sell” your project:

1. To get justification to do the project,
2. To get the right resources to do the work,
3. To get people excited about the work,
4. To keep people motivated as the project progresses,
5. To keep your resources from being re-allocated to other projects,
6. To explain to your peers why you can't do something they want done,
7. When you are ending,



15. When you have to explain the ROI on the project,

Change v2.2

Processes:

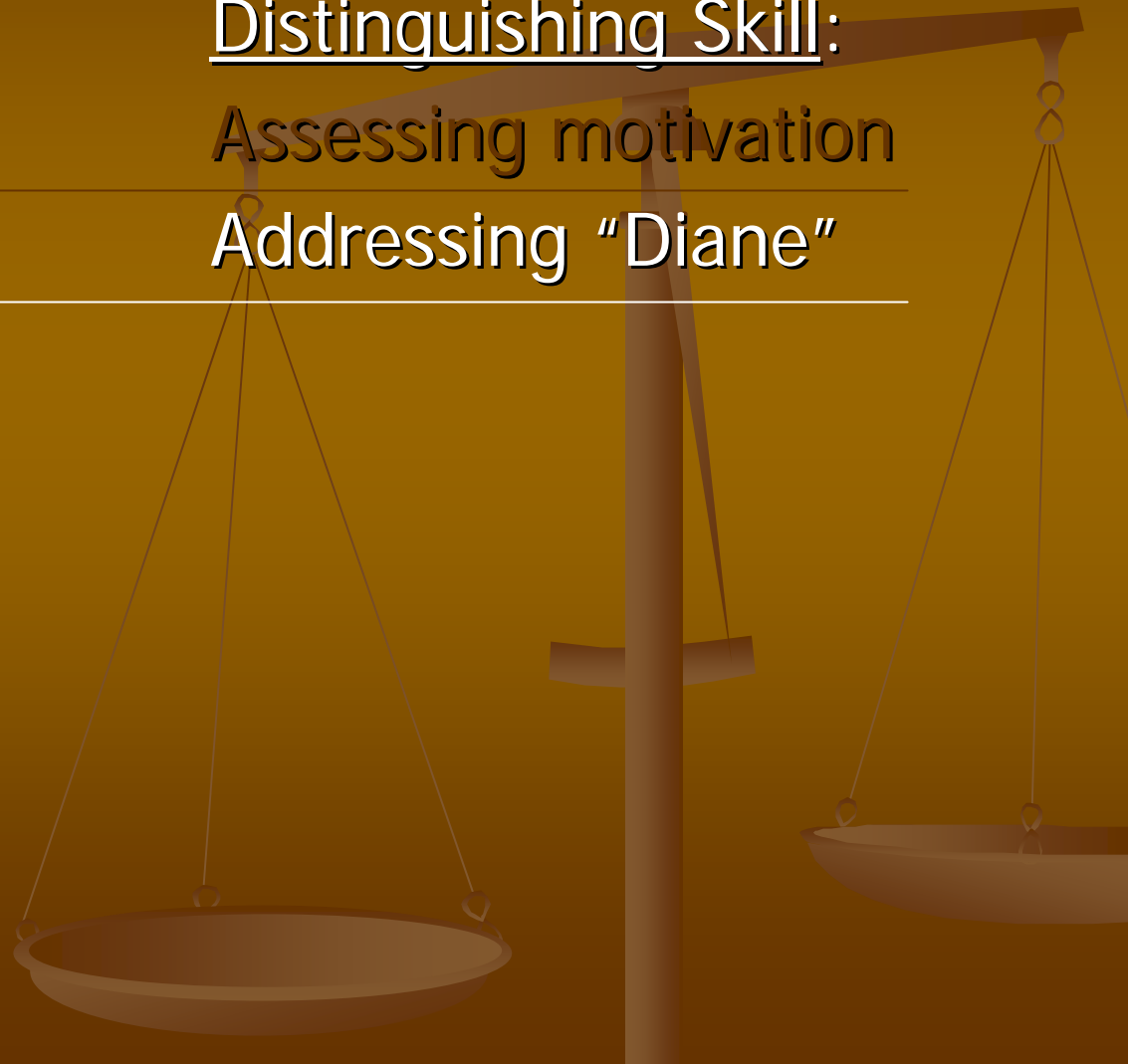
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“The only person who likes change is a wet baby.”
Roy Z-M Blitzer

Don't just do things the new way,
break the old way.



But don't forget to manage the
“Diane” factor!



Leadership & Change

L
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A
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P

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People Development /
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v4.4

C
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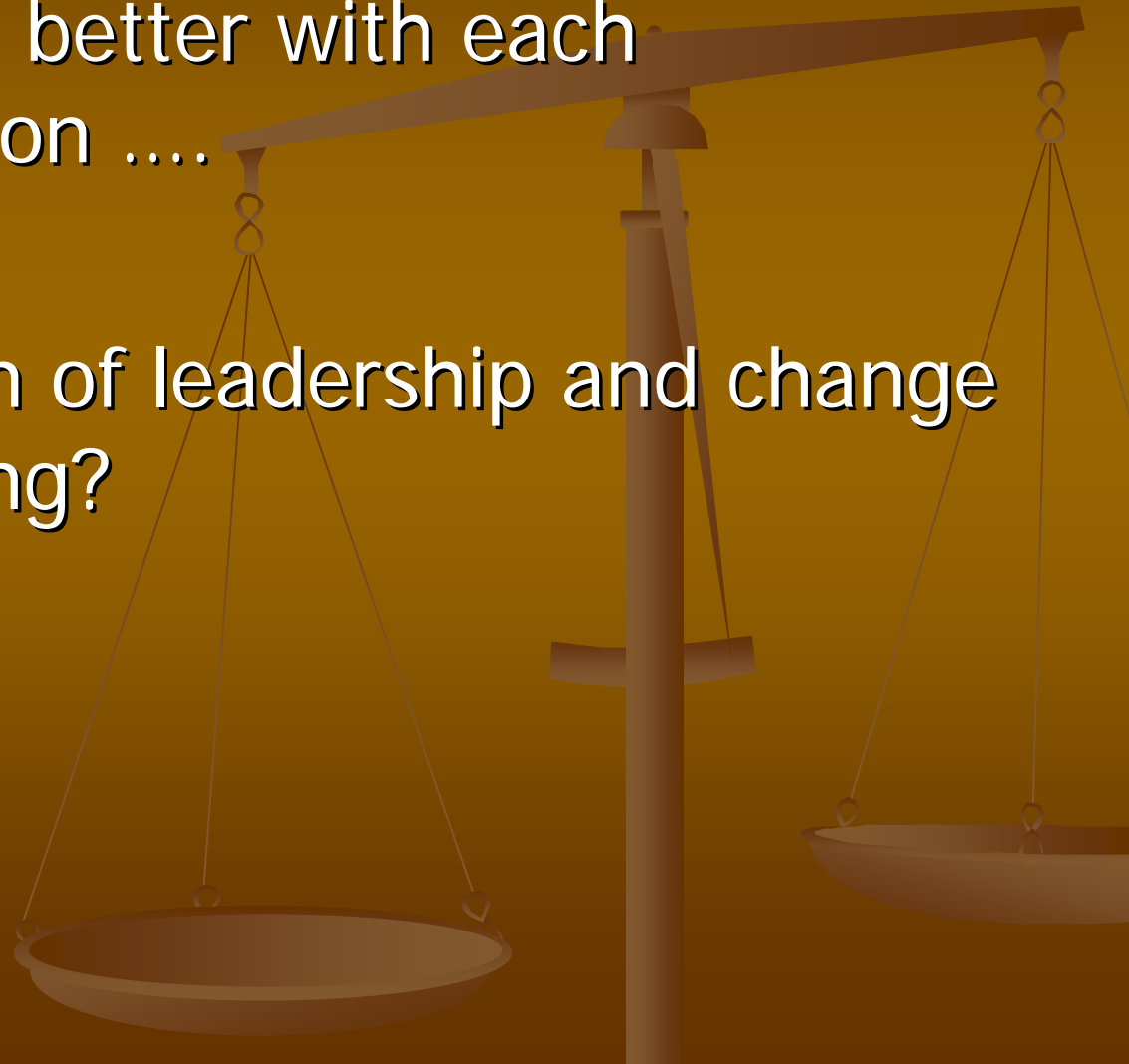
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A Question

- If software gets better with each successive version
- At which version of leadership and change are you operating?





Contact Information

Christie Struckman, Ph.D.
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cstruckman@kandallic.com

916.220.6581